



## **Stigmatism Policy**

### **Policy brief & purpose**

Our Anti-stigmatism policy explains how we prevent discrimination and protect pupil, staff and other stakeholders from offensive and harmful behaviours. This policy supports our overall commitment to create a safe and happy school for everyone.

### **Scope**

This policy applies to all staff, pupils, parents, visitors, and stakeholders.

### **Definition**

Stigmatism is any negative action or attitude directed toward someone because of COVID-19

### **Discrimination and harassment**

We will not tolerate any kind of discrimination that creates a hostile and unpleasant environment for pupils, staff, parents or other stakeholders.

This is not an exhaustive list, but here are some instances that we consider discrimination:

- Making offense comments
- Exclusion

Anyone who harasses another will go through our disciplinary process.

We recognize that sometimes discrimination is unintentional, as we may all have unconscious biases that could be difficult to identify and overcome. In that case we conclude that an anyone unconsciously discriminates; we will support them through counselling and implement processes that mitigate biases as we indicate in the next section. But, if this person shows unwillingness to change their behaviour, normal disciplinary procedures may be followed.

### **Actions to prevent stigmatism**

To ensure that our school is fair and lawful, we:

- Use inclusive language
- Give examples of inappropriate language
- Offer counselling for both parties

## What to do in cases of discrimination

If you are the victim of discriminatory behaviour (or if you suspect that others are being discriminated against,) please talk to the class teacher or Head as soon as possible. The Head is responsible for hearing your claim, investigating the issue and determining punishment, or designating another staff member to do this.

Punishment for discriminatory behaviour depends on the severity of the offence. For example, inadvertently offending someone might warrant a reprimand. Conversely, wilfully discrimination may result in suspension.

## How we address discrimination complaints

Thorntree Preparatory School is proactive and responsive about determining whether discrimination occurs. For example, we:

- Investigate similar claims about the same person to determine if discrimination is systemic
- Conduct discreet interviews and gather information.

We will investigate all claims discreetly. We will never disclose who made a complaint to anyone or give out information that may help others identify that person.

We should all strive to prevent and address discrimination. Be aware of your implicit biases and speak up whenever you or your peers are discriminated against.

Revised by	Revision Date	Approved / Ratified by	Signature	Date
H Pope		Management Team		22-05-2020